

Research Problem Review 77-7

①
mc

LEVEL *14*

**FORT BLISS ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY**

Douglas Griffith

ARI FORT HOOD FIELD UNIT

DDC
RECEIVED
NOV 16 1978
A



U. S. Army

Research Institute for the Behavioral and Social Sciences

September 1977

DISTRIBUTION STATEMENT A

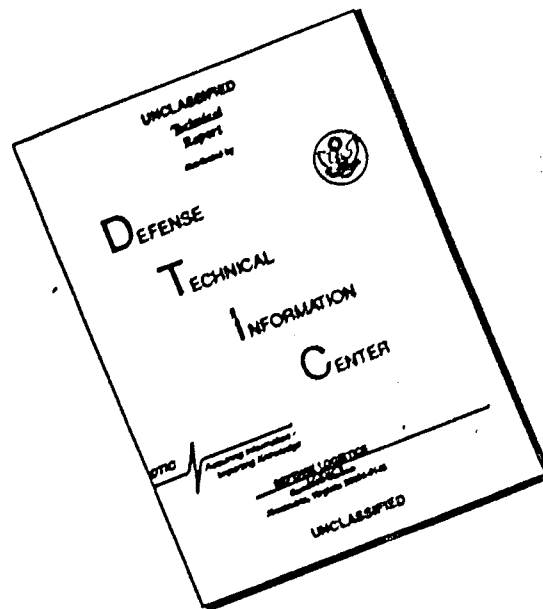
Approved for public release
Distribution Unlimited

79 11 15 231

AD A 076698

DDC FILE COPY

DISCLAIMER NOTICE



THIS DOCUMENT IS BEST QUALITY AVAILABLE. THE COPY FURNISHED TO DTIC CONTAINED A SIGNIFICANT NUMBER OF PAGES WHICH DO NOT REPRODUCE LEGIBLY.

U. S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES

A Field Operating Agency under the Jurisdiction of the
Deputy Chief of Staff for Personnel

J. E. UHLANER
Technical Director

W. C. MAUS
COL, GS
Commander

NOTICES

DISTRIBUTION: Primary distribution of this report has been made by ARI. Please address correspondence concerning distribution of reports to: U. S. Army Research Institute for the Behavioral and Social Sciences, ATTN: PERI-P, 5001 Eisenhower Avenue, Alexandria, Virginia 22333.

FINAL DISPOSITION: This report may be destroyed when it is no longer needed. Please do not return it to the U. S. Army Research Institute for the Behavioral and Social Sciences.

NOTE: The findings in this report are not to be construed as an official Department of the Army position, unless so designated by other authorized documents.

(14) ARI-RES PROBLEM REV-77-7

Army Project Number

(16) 2Q763743A775

Human Performance
in Field Assessment

Research Problem Review 77-7

(6) FORT BLISS ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY

(10) Douglas Griffith

~~George M. Gividen~~ Chief
ARI Field Unit, Fort Hood

(11) Sept ~~1977~~

(12) 61

Accession For	
NTIS GRA&I	<input checked="checked" type="checkbox"/>
DDC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution/	
Availability Codes	
Dist	Avail and/or special
A	

Approved by:

Joseph Zeidner, Director
Organizations and Systems
Research Laboratory

J. E. Uhlener, Technical Director
U.S. Army Research Institutes for the
Behavioral and Social Sciences

Research Problem Reviews are special reports to military management. They are usually prepared to meet requests for research results bearing on specific management problems. Distribution is limited primarily to the operating agencies directly involved.

408 010 DM

FOREWORD

The Fort Hood Field Unit of the Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research in support of the Training and Doctrine Command (TRADOC) Combined Arms Test Activity (TCATA), formerly known as MASSTER. In the fall of 1975, General William E. DePuy, the Commanding General of TRADOC, asked ARI to conduct a survey of troop attitudes toward the recently implemented One Station Unit Training (OSUT) program. OSUT integrates basic combat training (BCT) and advanced individual training (AIT) into a single shorter training cycle, with one station and one cadre for the trainee. The concept is designed to qualify, motivate, and indoctrinate the trainee more efficiently.

In response to the TRADOC request, the OSUT Attitudinal Survey was conducted and analyzed for six MOS training programs. The present Research Problem Review gives the results from MOS 16P (Chaparall Crewman) at Fort Bliss, TX. The other programs are:

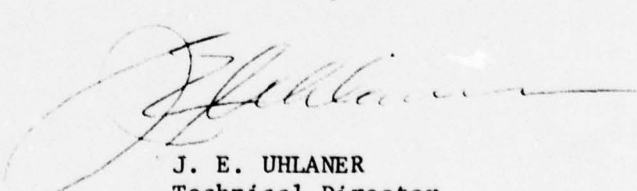
MOS 11D (Armor Reconnaissance Specialist) and 11E (Armor Crewman) at Fort Knox, KY, presented in ARI Research Problem Review 77-4.

MOS 12B (Combat Engineer) at Fort Leonard Wood, MO, presented in ARI Research Problem Review 77-5.

MOS 13B (Field Artillery Crewman) at Fort Sill, OK, presented in ARI Research Problem Review 77-6.

MOS 36C (Telephone Lineman) at Fort Gordon, GA, in ARI Research Problem Review 77-8.

The entire project is responsive to special requirements of TRADOC and the office of the Deputy Chief of Staff for Personnel and to Army Project 2Q763743A775.



J. E. UHLANER
Technical Director

FORT BLISS ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY

BRIEF

Requirement:

In the fall of 1975, the U.S. Army Training and Doctrine Command (TRADOC) directed an evaluation of an experimental 12- to 15-week One Station Unit Training (OSUT) program as replacement for the current two-phase Basic Combat Training/Advanced Individual Training cycle. As a preliminary step, the U.S. Army Research Institute was required to administer a survey of training attitudes toward the OSUT concept and to compare the attitudes of personnel completing training under the two programs.

Procedure:

Independent groups of trainees in the Chaparral Crewman (MOS 16P) course at Fort Bliss who had completed BCT, the combined BCT/AIT cycle, or the 15-week OSUT program were administered a questionnaire concerning their attitudes on a variety of biographical and training related topics: background, intensity of training, ancillary training, morale, reenlistment, and opinion of OSUT. Within each category, items were analyzed individually. For each item, two comparisons were made: BCT vs AIT and AIT vs OSUT. Chi-square tests were employed to determine whether the differences between the two groups in pattern of responding were statistically significant ($\alpha = .05$). When a statistically significant difference was obtained, a subjective assessment was made concerning the operational significance of the difference.

Findings:

The OSUT and AIT groups were comparable with respect to background factors, for which the BCT and AIT groups differed significantly. Hence, the obtained patterns of responses for all or part of the attitudinal items for the BCT and AIT groups may be more a function of background than of the effects of the training cycles.

The OSUT trainees seemed to be somewhat more likely to reenlist than did the AIT trainees. The BCT trainees, in turn, appeared to have somewhat more serious career intention than did the AIT trainees.

No differences emerged among the groups with respect to morale. Moreover, morale appeared to be satisfactory.

With respect to intensity of training, no differences appeared between OSUT and AIT groups. Training was perceived as more intense by BCT trainees than by AIT trainees.

No differences emerged between OSUT and AIT trainees with respect to the ancillary training items. BCT trainees tended to view both their drill instructors and their company commanders as more empathic than did the AIT trainees.

Utilization of Findings:

These findings impact on the implementation of OSUT for the 16P Air Defense MOS and were incorporated in the Fort Bliss report of the 16P MOS evaluation and in the TRADOC report of the overall OSUT evaluation RCS ATTNG (OT) 36.

FORT BLISS ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

CONTENTS	Page
INTRODUCTION	1
PURPOSE	1
PROCEDURES	2
RESULTS	3
General	3
Background Items	3
Training Intensity Items	4
Ancillary Training Items	5
Morale Items	6
Reenlistment Items	7
OSUT Opinion Items	8
CONCLUSIONS	9
APPENDIXES	
Appendix A - Summary of Background Items	A-1
Appendix B - Summary of Training Intensity Items	B-1
Appendix C - Summary of Ancillary Training Items	C-1
Appendix D - Summary of Morale Items	D-1
Appendix E - Summary of Reenlistment Items	E-1
Appendix F - Summary of OSUT Opinion Items	F-1
Appendix G - Questionnaires	G-1

FORT BLISS ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

INTRODUCTION

OSUT is a training concept which is designed to qualify, motivate, and indoctrinate the United States (US) Army trainee in his chosen branch. The program is characterized by one station and one set of cadre for the trainee; training to critical entry level skills; integration of normal basic combat training (BCT) and advanced individual training (AIT) subjects into a single training cycle; and requiring less time to achieve standards commensurate with entry level skills for the trainee's first unit of assignment. In June 1974, the 16-week OSUT infantry (IN) program was implemented at Fort Polk, Louisiana. Experience from this program led the United States Army Infantry Center (USAIC) to develop a 12-week OSUT (IN) program specifically designed to produce an initial entry infantryman capable of performing a minimal set of critical tasks identified by the USAIC and approved by Training and Doctrine Command (TRADOC).

In the fall of 1975, TRADOC directed that a test be conducted to determine the viability of a 12/15 week OSUT concept. Six military occupational specialties (MOS's) were identified for testing: MOS's 11D and 11E at Fort Knox, Kentucky; MOS 12B at Fort Leonard Wood, Missouri; MOS 13B at Fort Sill, Oklahoma; MOS 16P at Fort Bliss, Texas; and MOS 36C at Fort Gordon, Georgia. In each case a special OSUT program was designed to produce an initial entry soldier capable of performing a minimal set of critical tasks that were provided by TRADOC. The Fort Bliss OSUT program was unique in that the OSUT cycle ran for 15 weeks rather than the 12 or 13 weeks employed at the other posts.

PURPOSE

The TRADOC test plan included a requirement for an attitude survey by the Army Research Institute (ARI). The purpose of this survey was to assess trainee attitudes toward OSUT, and to compare the attitudes of trainees graduating from the current 16 week BCT/AIT program with the attitudes of trainees graduating from the 15 week OSUT test program. This report deals with the results of the ARI attitude survey conducted with MOS 16P (Chaparral Crewman) trainees at Fort Bliss.

PROCEDURES

Independent groups of trainees at Fort Bliss who had completed BCT (N = 672), AIT (N = 443), or OSUT (N = 266), were administered a questionnaire (see Appendix G) assessing attitudes on a variety of biographical and training related topics. For purposes of analysis each of 53 questionnaire items was classified into one of the following categories: background items, training intensity items, ancillary training items, morale items, reenlistment items, and OSUT opinion items.

The purpose of the background items was to ascertain whether the comparison groups differed with respect to such factors as age, education, reasons for enlisting, etc. The background items along with summaries of their response distributions and statistical analyses are presented in Appendix A.

The training intensity items were included to indicate whether there were differences in the perceived training environments of the comparison groups. One question concerned whether training was perceived as more intense during BCT or during AIT. A second question concerned whether the OSUT trainees perceived their training as more intense than the AIT trainees. The issues addressed under this heading included the amount of free time in the evening, the amount of additional and compensatory training, the number of times an individual was counseled, etc. The training intensity items, their response distributions and statistical analyses are presented in Appendix B.

Ancillary training items were included to assess whether such additional factors as the attitudes, behaviors and abilities of the training cadres differed for the comparison groups. The ancillary training items, their response distributions, and statistical analyses are presented in Appendix C.

Morale items were designed to assess whether there were any differences in the attitudes towards the Army and in the morale of the comparison groups. The morale items, their response distributions and statistical analyses are presented in Appendix D.

Items directly related to the respondent's likelihood of reenlisting were included in a category of their own. It was realized that background factors, training factors, and morale factors all contribute to the reenlistment decision. These reenlistment items, therefore, provide an indication of the total impact of these factors on reenlistment. Items pertinent to opinions regarding reenlistment and summaries of their response distributions and statistical analyses are presented in Appendix E.

The final item category concerned the OSUT opinion items. These items addressed opinions intimately related to the OSUT concept. Included here are items concerned with opinions concerning the length of the training cycle, whether training should be taken at the same or different posts, etc. These items, their response distributions and statistical analyses are summarized in Appendix F.

Within each category the items were analyzed individually. Two comparisons were of primary interest. The first, a comparison between the BCT and AIT conditions, was designed to reveal what changes, if any, in trainee attitudes take place between the end of BCT and the end of AIT. The second comparison, a comparison between the AIT and OSUT groups, was intended to reflect any differences in attitudes resulting from their respective training cycles. The BCT and AIT groups were compared on 46 items of interest. The AIT and OSUT group were compared on 53 items of interest. Chi-square tests were employed to determine whether the differences in the pattern of responding for the two comparisons were statistically significant ($\alpha = .05$). Whenever statistically significant differences were obtained, a subjective assessment was made concerning the operational significance of the differences.

RESULTS

GENERAL

Statistical significance did not always indicate practical or operational significance. There were instances where, although the chi-square statistic was significant, the lack of a meaningful pattern of differences precluded interpretation. There were other instances where, although the chi-square statistic was significant, the absolute differences between the groups were small. Care should be taken not to overgeneralize these results simply because they are statistically significant. In like manner, when differences between the sample groups are not statistically significant it may not be inferred that no differences exist between the groups; it can only be concluded that insufficient evidence exists to accept the difference at our arbitrarily selected significance level of .05. Chi-square and p values for each of the items are provided in the appropriate appendixes (Appendixes A through F).

BACKGROUND ITEMS

Summaries of the response distributions to the background items as well as summaries of the statistical analyses are presented in Appendix A.

BCT vs. AIT comparisons. The BCT and AIT groups differed significantly on five of the eight background items. According to Item 1, a higher percentage of the AIT than the BCT respondents were married. Item 3 indicated that a higher percentage of the AIT respondents also reported having had prior active duty military service. It was also the case that a significantly higher percentage of the AIT than the BCT respondents had enlistments of four or more years (Item 4). Item 7 indicated that whereas a somewhat higher percentage of BCT than AIT respondents enlisted for the job training and school education a higher percentage of the AIT than the BCT respondents enlisted for the G.I. Bill benefits. Moreover, a higher percentage of BCT than AIT respondents reported serious career intentions (Item 12).

Given that the two groups differed significantly on five of the eight background items, any interpretation of the remaining items with respect to differences in the pattern of responding between the BCT and AIT groups must be regarded as highly tentative. That is, differences in the responses on the remaining items might be attributable to differences in these background factors, rather than to the effects of training cycle and time in service, per se.

AIT vs. OSUT comparisons. The AIT and OSUT groups differed significantly on two of the eight background items. Although Item 6, regarding ethnic group membership, was significant, the feeling is that this item should be disregarded. The absence of an explicit caucasian category for this item caused a certain amount of confusion for the respondents. The reported percentages of American-Indians and Asian-American Orientals might be spuriously high. The remaining item on which the groups differed was the initial career intentions item, Item 12. Although a somewhat higher percentage of OSUT than AIT respondents reported serious initial career intentions, it should be noted that the overall discrepancy between the groups is not that large.

Given that there were no significant differences on six of the eight background items and that the obtained differences in two of the items are of questionable importance, it is concluded that the AIT and OSUT groups were ostensibly equivalent with respect to these background factors.

TRAINING INTENSITY ITEMS

The training intensity items and summaries of their response distributions and statistical analyses are presented in Appendix B.

BCT vs. AIT comparisons. The BCT and AIT groups differed significantly on eight of the nine items on which they were compared. Item 24 indicated that the AIT group perceived there to be more free time in the evenings than did the BCT group. Item 25 is uninterpretable since although the overall chi-square was significant, when the first two and the last two response categories were collapsed, the chi-square became nonsignificant. The BCT respondents reported more extra hours per week catching up on training than did the AIT respondents (Item 26). BCT respondents also reported fewer hours of sleep per average workday night (Item 31). Item 32 revealed that the BCT respondents reported more counseling and informal training by their drill sergeants than did the AIT respondents. Contrariwise, the AIT respondents reported more one-on-one counseling than did the BCT respondents (Item 33). In view of the preceding analysis it is not surprising that BCT respondents perceived their training to be more difficult than did the AIT respondents (Item 34). Item 45 indicated that BCT respondents were relatively more pleased with the coverage of topics covering basic soldiering - a finding which is not particularly surprising.

The conclusion is that training was perceived as more intense during BCT than during AIT.

AIT vs. OSUT comparisons. The AIT and OSUT groups differed significantly on three of the twelve training intensity items. Item 31 indicated that the AIT group tended to report more hours of sleep on an average workday night than did the OSUT respondents. Item 33 indicated that AIT respondents tended to report more informal counsel than did the OSUT respondents. Item 45 indicated that OSUT respondents were relatively more satisfied with the coverage of subjects concerned with basic soldiering than were the AIT respondents. Given that basic training was included in OSUT this finding is not particularly surprising.

In view of the fact that the groups were ostensibly equivalent on nine of the twelve training intensity items, it was concluded that a major difference did not exist in the respective groups' perceptions of their training intensity.

ANCILLARY TRAINING ITEMS

The ancillary training items are summarized in Appendix C.

BCT vs. AIT comparisons. The BCT and AIT groups differed significantly on four of the six ancillary training items. Item 10 indicated

that BCT respondents were more likely than AIT respondents to think that if they had a personal problem and needed help from their drill instructors that their drill instructors would be helpful. Item 11 also indicated that the BCT respondents were more likely than the AIT respondents to feel that their company commander would be helpful with personal problems. Although Item 23, regarding how understanding NCO's are of their men's needs, revealed an overall chi-square which was significant, when the first two and last two response categories were collapsed, the chi-square became nonsignificant. This absence of a consistent pattern of differences precluded meaningful interpretation. Similarly, Item 27, regarding the competence of the NCO's and instructors, which revealed a significant chi-square overall, when the first two and last two response categories were collapsed, the chi-square became nonsignificant.

The only consistent difference, then, which emerged between the BCT and AIT groups concerned the empathy of the drill instructors and company commanders. The BCT respondents tended to view both their drill instructors and their company commanders as more empathetic than did the AIT respondents.

AIT vs. OSUT comparisons. No significant differences emerged between the AIT and OSUT groups on any of the six ancillary training items.

MORALE ITEMS

The morale items are summarized in Appendix D.

BCT vs. AIT comparisons. The BCT and AIT groups differed significantly on four of the thirteen morale items on which they were compared. Item 15 revealed that the BCT respondents tended to regard their standards of military courtesy as higher than did the AIT respondents. Item 18 indicated that the AIT respondents regarded their personal morale as being slightly higher than did the BCT respondents. Although personal morale was regarded as higher in the AIT group, it is interesting to note that no differences emerged with respect to the issue of company morale (Item 29). Moreover, the two remaining items on which differences were obtained were not consistent with Item 18. Item 41 indicated that the BCT respondents were more likely than the AIT respondents to regard themselves as being relatively better off in the Army than they would be in civilian life. Item 43 indicated that the BCT respondents were more likely than the AIT respondents to feel that the Army had treated them fairly.

The overall conclusion, then, is that there was no major morale difference between the two groups. Perhaps what is more important, however, is that the morale of both groups appeared to be satisfactory.

AIT vs. OSUT comparisons. The AIT and OSUT groups differed significantly on only one of the fifteen items on which they were compared. Item 18 suggests that individual morale, perhaps, was somewhat lower in the OSUT than in the AIT groups.

The overall conclusion is that there was no major morale difference between the OSUT and the AIT groups. The differences on Item 18, while significant were not particularly striking. The failure to find consistent differences in the remaining morale items compels the conclusion that there was no overall difference in morale between the two groups. Moreover, the morale of both groups appeared to be satisfactory.

REENLISTMENT ITEMS

The reenlistment items are summarized in Appendix E.

BCT vs. AIT comparisons. The BCT and AIT respondents differed significantly on two of the three reenlistment items. Item 13 indicated that a slightly higher percentage of the BCT than the AIT respondents were considering making the Army a career. Item 42 also indicated that the BCT respondents were somewhat more likely than the AIT respondents to recommend to their civilian friends that they enlist.

The conclusion is that the BCT respondents were somewhat more serious about making the Army a career than were the AIT respondents. This conclusion cannot be attributed solely to the effects of training cycle, however, since the two groups did differ with respect to background factors.

AIT vs. OSUT comparisons. The AIT and OSUT groups differed significantly on all three reenlistment items. A higher percentage of the OSUT respondents expressed serious career intentions (Item 13). Moreover, a higher percentage of the OSUT respondents stated that they would reenlist when the opportunity arose (Item 36). Finally, the OSUT respondents were more likely than the AIT respondents to recommend to a civilian friend that he enlist in the Army (Item 42).

The conclusion is that the OSUT respondents are more likely to reenlist than the AIT respondents. It should be noted, however, that

whereas the differences between the groups were consistently significant, they were not impressively large. It should also be noted that these items assess sentiments towards reenlistment upon completion of training. There is no assurance that these sentiments will be effective when the reenlistment opportunity actually arises.

OSUT OPINION ITEMS

The OSUT opinion items are summarized in Appendix F.

BCT vs. AIT comparisons. The BCT and AIT groups differed on five of the seven items on which they were compared. Item 38 indicated that whereas a majority of the BCT respondents preferred to have their first leave prior to becoming MOS qualified, over two-thirds of the AIT respondents preferred to save their leave until after becoming MOS qualified. Item 47 indicated that BCT respondents were somewhat more likely than AIT respondents to want to have the same trainees with whom they had just completed training in their next unit. BCT respondents were also more likely to want to remain with the same trainees throughout both BCT and AIT than were the AIT respondents (Item 49). Item 53 indicated that transferring to a different post after basic and prior to AIT was relatively more desirable for the BCT than for the AIT respondents. Item 54 indicated that keeping the same cadre for both basic and AIT was more important for the BCT than for the AIT respondents.

AIT vs. OSUT comparisons. The AIT and OSUT groups differed significantly on four of the nine OSUT opinion items. The modal response for Item 37, concerning the programing of the BCT-AIT cycle, was the OSUT cycle (i.e., 12 weeks at the same post in the same company) for both the AIT and the OSUT groups. Although the chi-square was significant for Item 37, it is difficult to make sense out of the pattern of differences here. Item 52 is not entirely consistent with Item 37. Although almost 57 percent of the AIT respondents expressed a preference for a combined twelve week BCT-AIT cycle, only 13.6 percent of the AIT respondents expressed such a preference in Item 52. The major difference in the two groups on this item is that whereas the modal response for the AIT group was 16 weeks (i.e., the length of combined basic and AIT), the modal response for the OSUT group was ten weeks. Item 53 indicated that a higher percentage of the AIT than the OSUT respondents felt that it was desirable to transfer to a different Army post after basic training and prior to AIT. Item 54 revealed that the OSUT respondents felt it relatively more important than the AIT respondents to keep the same cadre for both basic and AIT.

Summary. No major trends emerged on the OSUT opinion items. Hence, no major conclusions can be drawn. There appeared to be neither a wholesale acceptance nor a wholesale rejection of OSUT policies among any of the groups.

CONCLUSIONS

The BCT and AIT groups differed significantly on five of the eight background items. Thus no definitive assertions can be made with respect to the effects of training cycle and time in service on the remaining items. It is possible that the responses on the remaining items are attributable to one or more of these background factors rather than exclusively to the effects of the respective training cycles. Taking this possibility into consideration, the following conclusions are tentatively offered: (1) training was perceived as more intense by the BCT respondents than it was by the AIT respondents; (2) BCT respondents tended to view both their drill instructors and their company commanders as being more empathetic than did the AIT respondents; (3) there was no major morale difference between the two groups and the morale of both groups appeared to be satisfactory; (4) the BCT respondents appeared to have somewhat more serious career intentions than the AIT respondents.

The AIT and OSUT groups were more comparable than were the BCT and AIT groups. The only item of any concern was that the OSUT respondents appeared to have career intentions which were somewhat more serious than the AIT respondents. The following conclusions are offered with respect to the comparisons between the AIT and OSUT groups: (1) no major difference emerged between the OSUT and AIT groups with respect to their perceptions of training intensity; (2) no differences were obtained between the AIT and OSUT groups with respect to the ancillary training items; (3) no major difference emerged between the groups with respect to the issue of morale; (4) OSUT respondents appeared to be somewhat more likely to reenlist than the AIT respondents at the end of their respective training cycles.

APPENDIXES

APPENDIX A

Summary of Background Items

Item 1: What is your marriage status?

	n	Single	Married	Separated	Divorced	Other
BCT	667	550(82.4)	95(14.2)	6(.8)	9(1.3)	7(1.0)
AIT	441	323(73.2)	104(23.5)	2(.4)	6(1.3)	6(1.3)
OSUT	264	197(73.6)	58(21.9)	1(.3)	2(.7)	6(2.2)

BCT vs AIT: $\chi^2 = 15.77$ $p < .001$

(2)

AIT vs OSUT: $\chi^2 = .26$ $p < .75$

(2)

Item 2: How old are you?

	n	17	18	19	20	≥ 21
BCT	670	141(21.0)	172(25.6)	135(20.1)	87(12.9)	135(20.1)
AIT	443	76(17.1)	108(24.3)	95(21.4)	54(12.1)	110(24.8)
OSUT	265	45(16.9)	61(23.0)	44(16.6)	44(16.6)	71(26.7)

BCT vs AIT: $\chi^2 = 5.25$ $p < .50$

(4)

AIT vs OSUT: $\chi^2 = 4.69$ $p < .50$

(4)

Item 3: Have you had prior active duty military service?

	n	Yes	No
BCT	666	25(3.7)	635(95.3)
AIT	440	41(9.3)	397(90.2)
OSUT	264	14(5.3)	248(93.9)

BCT vs AIT: $\chi^2 = 14.47$ $p < .001$

(1)

AIT vs OSUT: $\chi^2 = 3.65$ $p < .10$

(1)

Item 4: What is your military status?

	n	Nat'l Guard	Reserve	2 Yr Enlist	3 Yr Enlist	4 Yr Enlist
BCT	669	24(3.5)	16(2.3)	4(.5)	598(89.3)	27(4.0)
AIT	441	---	10(2.2)	3(.6)	347(78.6)	81(18.3)
OSUT	266	3(1.1)	9(3.3)	2(.7)	216(81.2)	36(13.5)

BCT vs AIT: $\chi^2 = 66.50$ $p < .001$
(2)

AIT vs OSUT: $\chi^2 = 4.80$ $p < .10$
(2)

Item 5: What level of education had you completed prior to entering the Army?

	n	≤ 8 Yrs	9-11 Yrs	H.S. Grad	Some College	B.A.
BCT	671	7(1.0)	355(52.9)	230(34.2)	71(10.5)	8(1.1)
AIT	443	3(.6)	208(46.9)	177(39.9)	52(11.7)	3(.6)
OSUT	266	8(3.0)	118(44.3)	94(35.3)	43(16.1)	3(1.1)

BCT vs AIT: $\chi^2 = 4.52$ $p < .25$
(2)

AIT vs OSUT: $\chi^2 = 3.71$ $p < .25$
(2)

Item 6: What ethnic group do you consider that you belong to?

	n	American Indian	Asian-Amer /Oriental	Black /Negro	Spanish Descent	Other
BCT	668	85(12.7)	76(11.3)	196(29.3)	60(8.9)	251(37.5)
AIT	441	53(12.0)	57(12.9)	110(24.9)	34(7.7)	187(42.4)
OSUT	266	43(16.1)	13(4.8)	77(28.9)	25(9.3)	108(40.6)

BCT vs AIT: $\chi^2 = 4.57$ $p < .50$
(4)

AIT vs OSUT: $\chi^2 = 14.63$ $p < .01$
(4)

Item 7: Which of the following is the most important reason that you enlisted in the Army? (A = Being a soldier is the kind of work I like; B = ...for the travel and adventure; C = Because the pay [including benefits] is better; D = ...for job training or school education in the Army; E = ...for the G.I. Bill benefits).

	n	A	B	C	D	E
BCT	668	38(5.6)	105(15.7)	77(11.5)	395(59.1)	53(7.9)
AIT	438	32(7.3)	64(14.6)	49(11.1)	227(51.8)	66(15.0)
OSUT	264	19(7.1)	43(6.2)	30(11.3)	137(51.8)	35(13.2)

BCT vs AIT: $\chi^2 = 16.36$ p < .005
(4)

AIT vs OSUT: $\chi^2 = .69$ p < .953
(4)

Item 12: When I came on active duty, I was (A = ...strongly considering making the Army a career; B = ...considering making the Army a career; C = Borderline; D = ...opposed to making the Army a career; E = ...strongly opposed to making the Army a career).

	n	A	B	C	D	E
BCT	670	115(17.1)	268(40.0)	196(29.2)	64(9.5)	27(4.0)
AIT	443	99(22.3)	141(31.8)	101(22.7)	59(13.3)	43(9.7)
OSUT	266	67(25.1)	96(36.0)	64(24.0)	32(12.0)	7(2.6)

BCT vs AIT: $\chi^2 = 29.82$ p < .001
(4)

AIT vs OSUT: $\chi^2 = 13.60$ p < .01

NOTE: The numbers in parenthesis are percentages.

APPENDIX B

Summary of Training Intensity Items

Item 8: The training I have received has been: (A = Very Challenging; B = Challenging; C = Borderline; D = Unchallenging; E = Very Unchallenging).

	n	A	B	C	D	E
BCT	667	227(34.0)	321(48.1)	93(13.9)	18(2.6)	8(1.1)
AIT	443	141(31.0)	204(46.0)	63(14.2)	23(5.1)	12(2.7)
OSUT	266	86(32.3)	126(47.3)	39(14.6)	8(3.0)	7(2.6)

BCT vs AIT: $\chi^2 = 8.49$ $p < .07$
(4)

AIT vs OSUT: $\chi^2 = 1.92$ $p < .75$
(4)

Item 24: How much free time in the evenings do you have on an average training day?

	n	Less than 30 Min	30 Min to 1 Hr	1 to 2 Hrs	2 to 3 Hrs	Over 3 Hrs
BCT	668	71(10.6)	187(27.9)	242(36.2)	140(20.9)	28(4.1)
AIT	440	27(6.1)	51(11.5)	59(13.4)	80(18.1)	223(50.6)
OSUT	266	19(7.1)	30(11.2)	27(10.1)	32(12.0)	158(59.3)

BCT vs AIT: $\chi^2 = 344.25$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 8.01$ $p < .09$

Item 25: Do you feel there was enough time to complete the training in the scheduled time periods? (A = Yes - all the time; B = Yes - most of the time; C = Borderline - about half the time; D = No - seldom; E = No - never).

	n	A	B	C	D	E
BCT	670	187(27.9)	371(55.3)	82(12.2)	27(4.0)	3(.4)
AIT	442	175(39.5)	181(40.9)	55(12.4)	21(4.7)	10(2.2)
OSUT	265	114(43.0)	103(38.8)	27(10.1)	14(5.2)	7(2.6)

BCT vs AIT: $\chi^2 = 30.16$ $p < .001$ $\chi^2 = 3.37$ $p < .20$
(4) (2)

AIT vs OSUT: $\chi^2 = 1.57$ $p < .81$
(4)

Item 26: How many extra hours per week (after normal duty hours, during weekends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?

	n	Less than 3 Hrs	3-8 Hrs	9-14 Hrs	15-20 Hrs	Over 20 Hrs
BCT	666	376(56.4)	200(30.0)	59(8.8)	20(3.0)	11(1.6)
AIT	441	303(68.7)	97(21.9)	35(7.9)	2(.4)	4(.9)
OSUT	262	191(72.9)	55(20.9)	11(4.1)	2(.7)	3(1.1)

BCT vs AIT: $\chi^2_{(3)} = 21.76$ $p < .001$

AIT vs OSUT: $\chi^2_{(3)} = 4.31$ $pp < .25$

Item 31: During the cycle how many hours of sleep did you get on an average workday night?

	n	4 Hrs or Less	5 Hrs	6 Hrs	7 Hrs	8 or More Hrs
BCT	667	27(4.0)	101(15.1)	215(32.2)	231(34.6)	93(13.9)
AIT	443	20(4.5)	46(10.3)	102(23.0)	164(37.0)	111(25.0)
OSUT	266	16(6.0)	50(18.7)	74(27.8)	66(24.8)	60(22.5)

BCT vs AIT: $\chi^2_{(4)} = 30.91$ $p < .001$

AIT vs OSUT: $\chi^2 = 19.03$ $p < .001$

Item 32: How much time on an average training day does your Drill Sergeant spend counseling or giving informal instruction to your platoon as a unit?

	n	Less than 30 Min	1 Hr	2 Hrs	3 Hrs	Over 3 Hrs
BCT	671	110(16.3)	256(38.1)	159(23.6)	55(8.1)	91(13.5)
AIT	443	153(34.5)	166(37.4)	58(13.0)	23(5.1)	43(9.7)
OSUT	265	107(40.3)	98(36.9)	30(11.3)	9(3.3)	21(7.9)

BCT vs AIT: $\chi^2_{(4)} = 59.38$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 3.73$ $p < .50$

Item 33: How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem.

	n	None	Less than 3 times	3-5 Times	6-8 Times	Over 8 Times
BCT	668	209(31.2)	281(42.0)	131(19.6)	27(4.0)	20(2.9)
AIT	443	158(35.6)	120(27.0)	60(13.5)	66(14.8)	39(8.8)
OSUT	264	108(40.9)	70(26.5)	50(18.9)	21(7.9)	15(5.6)

BCT vs AIT: $\chi^2 = 78.24$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 12.92$ $p < .02$ $\chi^2 = 12.06$ $p < .005$
(4) (2)

Item 34: The training I have received has been: (A = Very Easy; B = Easy; C = Borderline; D = Difficult; E = Very Difficult).

	n	A	B	C	D	E
BCT	669	48(7.1)	176(26.3)	275(41.1)	153(22.8)	17(2.5)
AIT	442	70(15.8)	151(34.1)	150(33.9)	63(14.2)	8(1.8)
OSUT	264	40(15.1)	89(33.7)	92(34.8)	36(13.6)	7(2.6)

BCT vs AIT: $\chi^2 = 38.75$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = .70$ $p < .952$
(4)

Item 45: The coverage of subjects concerned with basic soldiering was: (A = Much more than needed; B = More than needed; C = About right; D = Less than needed; E = Much less than needed).

	n	A	B	C	D	E
BCT	664	62(9.3)	120(18.0)	409(61.5)	59(8.8)	14(2.1)
AIT	441	60(13.6)	83(18.8)	226(51.2)	45(10.2)	27(6.1)
OSUT	264	25(9.4)	41(15.5)	154(58.3)	38(14.3)	6(2.2)

BCT vs AIT: $\chi^2 = 21.39$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 12.59$ $p < .02$
(4)

Item 46: The coverage of subjects concerned with my MOS was (A = Much more than needed; B = More than needed; C = About right; D = Less than needed; E = Much less than needed).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	392	59(15.0)	53(13.5)	209(53.3)	58(14.7)	13(3.3)
OSUT	266	29(10.9)	38(14.2)	153(57.5)	42(15.7)	4(1.5)

AIT vs OSUT: $\chi^2 = 4.73$ $p < .50$
(4)

Item 50: The training I received while going through basic training and advanced individual training included (A = A great deal of unnecessary repetition; B = Some unnecessary repetition; C = The right amount of repetition for good training; D = Not enough repetition for good learning; E = Much too little repetition for good learning).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	389	67(17.2)	116(29.8)	173(44.4)	26(6.6)	7(1.7)
OSUT	265	31(11.6)	75(28.3)	134(50.5)	21(7.9)	4(1.5)

AIT vs OSUT: $\chi^2 = 4.74$ $p < .25$
(3)

Item 51: The pace of training during basic and AIT has: (A = Much too fast; B = Too fast; C = About right; D = Too slow; E = Much too slow).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	387	35(9.0)	78(20.1)	204(52.7)	51(13.1)	19(4.9)
OSUT	262	21(8.0)	49(18.7)	145(55.3)	35(13.3)	12(4.5)

AIT vs OSUT: $\chi^2 = .60$ $p < .963$
(4)

NOTE: The numbers in parenthesis are percentages.

APPENDIX C

Summary of Ancillary Training Items

Item 10: I had a personal problem and needed help from my drill instructor, he would probably be: (A = Very helpful; B = Helpful; C = Borderline; D = Unhelpful; E = Very unhelpful).

	n	A	B	C	D	E
BCT	671	262(39.0)	279(41.5)	86(12.8)	29(4.3)	15(2.2)
AIT	443	195(44.0)	132(29.7)	64(14.4)	37(8.3)	15(3.3)
OSUT	266	91(34.2)	99(37.2)	39(14.6)	27(10.1)	10(3.7)

BCT vs AIT: $\chi^2 = 20.80$ $p < .001$ $\chi^2 = 10.43$
(4) (2)

AIT vs OSUT: $\chi^2 = 7.47$ $p < .11$
(4)

Item 11: If I had a personal problem and needed help from my company commander, he would probably be: (A = Very helpful; B = Helpful; C = Borderline; D = Unhelpful; E = Very Unhelpful).

	n	A	B	C	D	E
BCT	669	317(47.3)	260(38.8)	64(9.5)	19(2.8)	9(1.3)
AIT	442	186(42.0)	154(34.8)	55(12.4)	29(6.5)	18(4.0)
OSUT	266	113(42.4)	103(38.7)	32(12.0)	13(4.8)	5(1.8)

BCT vs AIT: $\chi^2 = 21.54$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 3.96$ $p < .50$
(4)

Item 20: In regard to keeping me informed about training events and policies, drill sergeants in my unit: (A = Do a very good job; B = Do a good job; C = Borderline; D = Do a poor job; E = Do a very poor job).

	n	A	B	C	D	E
BCT	668	299(44.7)	232(34.7)	75(11.2)	38(5.6)	24(3.5)
AIT	442	177(40.0)	156(35.2)	57(12.8)	33(7.4)	19(4.2)
OSUT	266	96(36.0)	97(36.4)	31(11.6)	21(7.8)	21(7.8)

BCT vs AIT: $\chi^2 = 3.68$ $p < .50$
(4)

AIT vs OSUT: $\chi^2 = 4.78$ $p < .50$
(4)

Item 22: Most Army officers that I know are: (A = Very understanding of their men's needs; B = Understanding of their men's needs; C = Borderline; D = Nonunderstanding of their men's needs; E = Very nonunderstanding of their men's needs).

	n	A	B	C	D	E
BCT	669	209(31.2)	315(47.0)	106(15.8)	30(4.4)	9(1.3)
AIT	443	146(32.9)	177(39.9)	83(18.7)	24(5.4)	13(2.9)
OSUT	266	95(35.7)	99(37.2)	43(16.1)	21(7.8)	8(3.0)

BCT vs AIT: $\chi^2 = 8.50$ $p < .07$
(4)

AIT vs OSUT: $\chi^2 = 2.92$ $p < .57$
(4)

Item 23: Most NCO's that I know are: (A = Very understanding of their men's needs; B = Understanding of their men's needs; C = Borderline; D = Nonunderstanding of their men's needs; E = Very nonunderstanding of their men's needs).

	n	A	B	C	D	E
BCT	671	185(27.5)	320(47.6)	123(18.3)	31(4.6)	12(1.7)
AIT	442	144(32.5)	173(39.1)	92(20.8)	16(3.6)	17(3.8)
OSUT	264	71(26.8)	110(41.6)	56(21.2)	20(7.5)	7(2.6)

BCT vs AIT: $\chi^2 = 12.47$ $p < .02$ $\chi^2 = 1.74$ $p < .50$
(4) (2)

AIT vs OSUT: $\chi^2 = 7.80$ $p < .10$
(4)

Item 27: Do you feel that the NCO's and the instructors in charge of your training know their stuff? (A = All of them do; B = Most of them do; C = About half of them do; D = Few of them do; E = None of them do).

	n	A	B	C	D	E
BCT	671	337(50.2)	271(40.3)	43(6.4)	18(2.6)	2(.2)
AIT	441	188(42.6)	192(43.5)	39(8.8)	16(3.6)	6(1.3)
OSUT	264	101(38.2)	124(46.9)	21(7.9)	16(6.0)	2(.7)

BCT vs AIT: $\chi^2 = 8.86$ $p < .05$ $\chi^2 = 5.57$ $p < .25$
(3) (2)

AIT vs OSUT: $\chi^2 = 2.33$ $p < .75$
(3)

NOTE: The numbers in parenthesis are percentages.

APPENDIX D

Summary of Morale Items

Item 9: The training I have received has been: (A = Very useful in preparing me to work in my MOS; B = Useful in preparing me to work in my MOS; C = Of borderline value in preparing me to work in my MOS; D = Unuseful in preparing me to work in my MOS; E = Very unuseful in preparing me to work in my MOS).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	388	186(47.9)	136(35.0)	44(11.3)	6(1.5)	16(4.1)
OSUT	265	120(45.2)	105(39.6)	23(8.6)	9(3.3)	8(3.0)

AIT vs OSUT: $\chi^2 = 5.08$ $p < .50$

Item 14: In my unit, there is: (A = Almost continual harassment of soldiers; B = Much harassment of soldiers; C = Some harassment of soldiers; D = Very little harassment of soldiers; E = No harassment of soldiers).

	n	A	B	C	D	E
BCT	669	53(7.9)	71(10.6)	262(39.1)	215(32.1)	68(10.1)
AIT	442	46(10.4)	46(10.4)	156(35.2)	143(32.3)	51(11.5)
OSUT	266	31(11.6)	27(10.1)	117(43.9)	69(25.9)	22(8.2)

BCT vs AIT: $\chi^2 = 3.39$ $p < .75$
(4)

AIT vs OSUT: $\chi^2 = 7.50$ $p < .25$
(4)

Item 15: In my unit the standards of military courtesy are: (A = Very high; B = High; C = Borderline; D = Low; E = Very low).

	n	A	B	C	D	E
BCT	671	237(35.3)	302(45.0)	103(15.3)	24(3.5)	5(.7)
AIT	440	124(28.1)	182(41.3)	95(21.5)	28(6.3)	11(2.5)
OSUT	266	75(28.1)	126(47.3)	36(13.5)	20(7.5)	9(3.3)

BCT vs AIT: $\chi^2 = 20.88$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 7.95$ $p < .10$
(4)

Item 16: In my unit the standards of discipline are:

	n	Very High	High	Border-line	Low	Very Low
BCT	670	209(31.1)	268(40.0)	136(20.2)	41(6.1)	16(2.3)
AIT	441	146(33.1)	169(38.3)	95(21.5)	23(5.2)	8(1.8)
OSUT	266	87(32.7)	104(39.0)	42(15.7)	25(9.3)	8(3.0)

$$\text{BCT vs AIT: } \chi^2 = 1.48 \quad p < .83$$

$$\text{AIT vs OSUT: } \chi^2 = 8.19 \quad p < .08$$

Item 17: In my unit I am: (A = Always treated like a man; B = Usually treated like a man; C = Borderline; D = Usually treated like a child; E = Always treated like a child).

	n	A	B	C	D	E
BCT	672	265(39.4)	255(37.9)	116(17.2)	32(4.7)	4(.5)
AIT	442	205(46.3)	145(32.8)	75(16.9)	12(2.7)	5(1.1)
OSUT	266	118(44.3)	88(33.0)	40(15.0)	16(6.0)	4(1.5)

$$\text{BCT vs AIT: } \chi^2 = 6.30 \quad p < .10$$

$$\text{AIT vs OSUT: } \chi^2 = 4.82 \quad p < .25$$

Item 18: During training my morale has usually been:

	n	Very High	High	Border-line	Low	Very Low
BCT	672	141(20.9)	326(48.5)	150(22.3)	40(5.9)	15(2.2)
AIT	443	133(30.0)	190(42.8)	96(21.6)	17(3.8)	7(1.5)
OSUT	265	65(24.5)	128(48.3)	45(16.9)	23(8.6)	4(1.5)

$$\text{BCT vs AIT: } \chi^2 = 13.67 \quad p < .008 \quad \chi^2 = 6.51 \quad p < .05$$

$$\text{AIT vs OSUT: } \chi^2 = 9.94 \quad p < .02 \quad \chi^2 = 7.07 \quad p < .05$$

Item 19: Since coming on active duty my opinion of the Army: (A = Has become much more favorable; B = Has become more favorable; C = Has not changed; D = Has become less favorable; E = Has become much less favorable).

	n	A	B	C	D	E
BCT	671	112(16.6)	246(36.6)	215(32.0)	68(10.1)	30(4.4)
AIT	442	79(17.8)	166(37.5)	113(25.5)	56(12.6)	28(6.3)
OSUT	266	48(18.0)	98(36.8)	62(23.3)	43(16.1)	15(5.6)

BCT vs AIT: $\chi^2 = 7.38$ p < .25
(4)

AIT vs OSUT: $\chi^2 = 1.95$ p < .75
(4)

Item 21: The Army is: (A = Very important for the defense of our country; B = Important for the defense of our country; C = Borderline; D = Unimportant for the defense of our country; E = Very unimportant for the defense of our country).

	n	A	B	C	D	E
BCT	671	558(83.1)	85(12.6)	21(3.1)	3(.4)	4(.5)
AIT	442	372(84.1)	47(10.6)	16(3.6)	2(.4)	5(1.1)
OSUT	266	230(86.4)	22(8.2)	9(3.3)	2(.7)	3(1.1)

BCT vs AIT: $\chi^2 = 1.77$ p < .75
(3)

AIT vs OSUT: $\chi^2 = 1.17$ p < .75
(3)

Item 29: On the whole, how is the morale in your company? (A = Very high; B = High; C = Borderline; D = Low; E = Very Low).

	n	A	B	C	D	E
BCT	671	152(22.6)	344(51.2)	141(21.0)	26(3.8)	8(1.1)
AIT	443	91(20.5)	213(48.0)	106(23.9)	24(5.4)	9(2.0)
OSUT	266	48(18.0)	131(49.2)	66(24.8)	15(5.6)	6(2.2)

BCT vs AIT: $\chi^2 = 4.76$ p < .50
(4)

AIT vs OSUT: $\chi^2 = .68$ p < .975
(4)

Item 30: I am: (A = Very proud to be a soldier; B = Proud to be a soldier; C = Borderline; D = Ashamed to be a soldier; E = Very ashamed to be a soldier).

	n	A	B	C	D	E
BCT	671	302(45.0)	274(40.8)	78(11.6)	14(2.0)	3(.4)
AIT	443	205(46.2)	161(36.3)	58(13.0)	13(2.9)	6(1.3)
OSUT	266	129(48.4)	99(37.2)	32(12.0)	3(1.1)	3(1.1)

BCT vs AIT: $\chi^2 = 4.49$ p < .25
(3)

AIT vs OSUT: $\chi^2 = 2.31$ p < .75
(3)

Item 35: The Army is: (A = Very concerned for me as an individual soldier; B = Concerned for me as an individual soldier; C = Borderline; C = Unconcerned for me as an individual soldier; E = Very unconcerned for me as an individual soldier).

	n	A	B	C	D	E
BCT	668	125(18.7)	276(41.3)	178(26.6)	64(9.5)	25(3.7)
AIT	442	77(17.4)	153(34.6)	129(29.1)	62(14.0)	21(4.7)
OSUT	266	44(16.5)	105(39.4)	65(24.4)	35(13.1)	17(6.3)

BCT vs AIT: $\chi^2 = 9.24$ p < .10
(4)

AIT vs OSUT: $\chi^2 = 3.44$ p < .50
(4)

Item 40: My assigned primary MOS makes: (A = The best use of my abilities; B = Good use of my abilities; C = Some use of my abilities; D = Very poor use of my abilities; E = No use at all of my abilities).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	391	72(18.4)	134(34.2)	104(26.6)	51(13.0)	30(5.2)
OSUT	266	44(16.5)	98(36.8)	80(30.0)	30(11.2)	14(5.2)

AIT vs OSUT: $\chi^2 = 3.06$ p < .54
(4)

Item 41: Compared to places where I could work in civilian life, the Army is:

	n	Much Better	Better	About the Same	Worse	Much Worse
BCT	670	148(22.0)	234(34.9)	182(27.1)	73(10.8)	33(4.9)
AIT	442	99(22.3)	108(24.4)	134(30.3)	67(15.1)	34(7.6)
OSUT	266	59(22.1)	90(33.8)	66(24.8)	33(12.4)	18(6.7)

BCT vs AIT: $\chi^2_{(4)} = 17.70$ $p < .005$

AIT vs OSUT: $\chi^2_{(4)} = 8.12$ $p < .10$

Item 43: The Army has treated me:

	n	Very Fairly	Fairly	Border-line	Un-fairly	Very Unfairly
BCT	670	167(24.9)	368(54.9)	97(14.4)	29(4.3)	9(1.3)
AIT	440	80(18.1)	195(44.3)	115(26.1)	32(7.2)	18(4.0)
OSUT	264	47(17.8)	129(48.8)	57(21.5)	20(7.5)	11(4.1)

BCT vs AIT: $\chi^2_{(4)} = 42.65$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 2.17$ $p < .75$

Item 44: The average fellow trainee in my unit is a: (A = Very good soldier; B = Good soldier; C = Borderline soldier; D = Poor soldier; E = Very poor soldier).

	n	A	B	C	D	E
BCT	670	89(13.2)	440(65.6)	120(17.9)	16(2.3)	5(.7)
AIT	439	58(13.2)	263(59.9)	94(21.4)	19(4.3)	5(1.1)
OSUT	266	31(11.6)	152(57.1)	66(24.8)	15(5.6)	2(.7)

BCT vs AIT: $\chi^2_{(4)} = 6.69$ $p < .25$

AIT vs OSUT: $\chi^2_{(4)} = 2.22$ $p < .75$ $\chi^2_{(3)} = 1.62$ $p < .75$

NOTE: The numbers in parenthesis are percentages.

APPENDIX E

Summary of Reenlistment Items

Item 13: I am now: (A = Strongly considering making the Army a career; B = Considering making the Army a career; C = Borderline; D = Opposed to making the Army a career; E = Strongly opposed to making the Army a career).

	n	A	B	C	D	E
BCT	671	119(17.7)	254(37.8)	196(29.2)	65(9.6)	37(5.5)
AIT	443	79(17.8)	140(31.6)	118(26.6)	52(11.7)	54(12.1)
OSUT	266	70(26.3)	90(33.8)	64(24.0)	28(10.5)	14(5.2)

BCT vs AIT: $\chi^2 = 19.20$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 14.91$ $p < .005$
(4)

Item 36: When the opportunity arises, how likely is it that you will reenlist in the Army?

	n	A	B	C	D	E
BCT	665	142(21.3)	208(31.2)	161(24.2)	78(11.7)	76(11.4)
AIT	440	80(18.1)	135(30.6)	103(23.4)	45(10.2)	77(17.5)
OSUT	265	72(27.1)	86(32.4)	54(20.3)	26(9.8)	27(10.1)

BCT vs AIT: $\chi^2 = 9.01$ $p < .10$
(4)

AIT vs OSUT: $\chi^2 = 13.07$ $p < .02$
(4)

Item 42: Would you recommend to a civilian friend of yours that he enlist in the Army? (A = Yes. Strongly recommend he enlist; B = Yes; C = Borderline; D = No; E = No. Strongly recommend he not enlist).

	n	A	B	C	D	E
BCT	668	112(16.7)	251(37.5)	167(25.0)	101(15.1)	37(5.5)
AIT	442	71(16.0)	141(31.9)	97(21.9)	72(16.2)	61(13.8)
OSUT	266	44(16.5)	96(36.0)	74(27.8)	32(12.0)	20(7.5)

BCT vs AIT: $\chi^2 = 24.35$ $p < .001$
(4)

AIT vs OSUT: $\chi^2 = 11.05$ $p < .05$
(4)

NOTE: The numbers in parenthesis are percentages.

APPENDIX F

Summary of OSUT Opinion Items

Item 37: If I had my training to do over again, I would prefer to have the training given during a total of: (A = 16 weeks at different posts in different companies; B = 16 weeks at the same post in different companies; C = 16 weeks at the same post in the same company; D = 12 weeks at the same post in the same company; E = 12 weeks at the same post in different companies).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	383	73(19.0)	29(7.5)	59(15.4)	153(39.9)	69(18.0)
OSUT	258	67(25.9)	21(8.1)	52(20.1)	87(33.7)	31(12.0)

AIT vs OSUT: $\chi^2 = 10.60$ $p < .05$
(4)

Item 38: I prefer: (A = To have my first leave prior to becoming MOS qualified; B = To save my leave until after becoming MOS qualified).

	n	A	B
BCT	670	418(62.3)	224(33.4)
AIT	440	129(29.3)	297(67.5)
OSUT	266	77(28.9)	186(69.9)

BCT vs AIT: $\chi^2 = 124.32$ $p < .001$
(1)

AIT vs OSUT: $\chi^2 = .08$ $p < .90$
(1)

Item 39: Being separated from my friends in my company when I am transferred: (A = Bothers me considerably; B = Bothers me very much; C = Bothers me somewhat; D = Does not bother me much; E = Does not bother me at all).

	n	A	B	C	D	E
BCT	663	65(9.8)	80(12.0)	271(40.8)	167(25.1)	80(12.0)
AIT	439	49(11.1)	42(9.5)	179(40.7)	97(22.0)	72(16.4)
OSUT	266	21(7.8)	36(13.5)	112(42.1)	67(25.1)	30(11.2)

BCT vs AIT: $\chi^2 = 6.61$ $p < .25$
(4)

AIT vs OSUT: $\chi^2 = 7.89$ $p < .10$
(4)

Item 47: Would you like to have in your next unit the same trainees with whom you just completed training? (A = Definitely yes; B = Probably; C = Doesn't make any difference; D = Probably not; E = Definitely not).

	n	A	B	C	D	E
BCT	665	220(33.0)	178(26.7)	168(25.2)	49(7.3)	50(7.5)
AIT	441	117(26.5)	112(25.3)	121(27.4)	41(9.2)	50(11.3)
OSUT	264	60(22.7)	65(24.6)	70(26.5)	36(13.6)	33(12.5)

BCT vs AIT: $\chi^2 = 9.89$ $p < .05$
(4)

AIT vs OSUT: $\chi^2 = 4.08$ $p < .50$
(4)

Item 48: How do you feel about being transferred to a new post after Basic or AIT? (A = Like it very much; B = Like it somewhat; C = Borderline; D = Dislike it somewhat; E = Dislike it very much).

	n	A	B	C	D	E
BCT	666	348(52.2)	164(24.6)	99(14.8)	35(5.2)	20(3.0)
AIT	440	231(52.5)	95(21.5)	69(15.6)	25(5.6)	20(4.5)
OSUT	265	141(53.2)	65(24.5)	42(15.8)	7(2.6)	10(3.7)

BCT vs AIT: $\chi^2 = 2.99$ $p < .75$
(4)

AIT vs OSUT: $\chi^2 = 4.25$ $p < .50$
(4)

Item 49: Going through both basic training and advanced individual training with the same group of trainees (instead of being split up after basic) is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
BCT	660	139(21.0)	270(40.9)	186(28.1)	48(7.2)	17(2.5)
AIT	438	84(19.1)	141(32.1)	150(34.2)	40(9.1)	23(5.2)
OSUT	265	69(26.0)	91(34.3)	78(29.4)	17(6.4)	10(3.7)

BCT vs AIT: $\chi^2 = 15.28$ $p < .005$
(4)

AIT vs OSUT: $\chi^2 = 7.25$ $p < .25$
(4)

Item 52: The length of combined Basic and AIT should be about:

	n	18 Wks	16 Wks	14 Wks	12 Wks	10 Wks
BCT	---	---	---	---	---	---
AIT	388	83(21.3)	113(29.1)	85(21.9)	53(13.6)	54(13.9)
OSUT	260	22(8.4)	47(18.0)	55(21.1)	55(21.1)	81(31.1)

AIT vs OSUT: $\chi^2_{(4)} = 51.24$ $p < .001$

Item 53: Transferring to a different Army post after basic training and prior to AIT is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely Undesirable).

	n	A	B	C	D	E
BCT	660	187(28.3)	172(26.0)	185(28.0)	69(10.4)	47(7.1)
AIT	417	122(29.2)	150(35.9)	88(21.1)	41(9.8)	16(3.8)
OSUT	235	38(16.1)	66(28.0)	85(36.1)	36(15.3)	10(4.2)

BCT vs AIT: $\chi^2_{(4)} = 18.12$ $p < .005$

AIT vs OSUT: $\chi^2_{(4)} = 30.07$ $p < .001$

Item 54: Keeping the same cadre for both basic and AIT is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
BCT	672	127(19.4)	216(33.0)	217(33.2)	50(7.6)	43(6.5)
AIT	417	44(10.5)	78(18.7)	132(31.6)	72(17.2)	91(21.8)
OSUT	237	41(17.2)	81(34.1)	71(29.9)	26(10.9)	18(7.5)

BCT vs AIT: $\chi^2_{(4)} = 99.72$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 42.66$ $p < .001$

NOTE: The numbers in parenthesis are percentages.

APPENDIX G

ADMINISTRATION INSTRUCTIONS TRAINING ATTITUDE QUESTIONNAIRE (BASIC-AIT)

The enclosed questionnaires are to be administered during the last week of the training cycle, preferably at the end of the week. The entire company is to be administered the questionnaire en masse. The administrator must ascertain that pencils are available to all trainees. One questionnaire and one answer sheet should be given to each trainee.

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

The following instructions should be read aloud to the assembled trainees:

TRAINEE INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's Basic-AIT program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Open your questionnaire to page 1. Each question has five possible answers and you should mark only one answer. If you think that there might be more than one answer then mark only that answer which best applies.

You should mark your answers on the answer sheet and not on the questionnaire. Mark your answers by circling the letter on the answer sheet which corresponds to the correct answer on the questionnaire. For example, look at question 3. If you are 19 years old you would circle c for question 3 on your answer sheet, as is shown in the example at the bottom of the cover sheet of your questionnaire. Turn back to the cover of your questionnaire at this time. Example 3 is at the bottom of the page. Are there any questions about how to mark your answer sheets?

PAUSE - ANSWER QUESTIONS, IF ANY

You will have 30 minutes to complete this questionnaire. If you finish before that time please hold onto your answer sheet and questionnaire. All answer sheets and questionnaires will be turned in at the same time.

If you have any questions, please hold up your hand and we will try to answer your questions. You may now turn to page 1 again and start to work.

End of Trainee Instruction

Turn Page

At the completion of the administration (30 minutes) collect all answer sheets and questionnaires. (If some trainees have not finished you may allow these individuals extra time. However, other trainees should normally be dismissed after 30 minutes.)

After you have collected all answer sheets the information required at the top of each answer sheet should be written in by you or your staff - not the trainees. Procedures for filling in this information are given below.

UIDN indicates Unit Identification Number e.g., 1-D-6-1. Space 7 is for platoon designation; space 8, company; space 9, battalion, and space 10, brigade. After the questionnaires have been collected have your staff (not the trainees) enter the unit designation according to this code. If you administered the questionnaire to a company, enter 0 in the platoon space (space 7) on each questionnaire. Then put the company designation in space 8, etc. If the unit is an independent basic training platoon then enter the platoon number in space 7. This parent unit designation WILL NOT BE USED TO IDENTIFY RESPONSES WITH ANY PARTICULAR UNIT IN THE FUTURE. It will be coded by the key punchers and used solely as a means of keeping track of computer cards for separate questionnaire administrations. Trainees SHOULD NOT complete this part of the answer sheet lest they think attempts will be made to identify either them or their unit at a later date.

Your staff should then number each completed answer sheet in spaces 28, 29, 30 and 31. The first should be numbered 0001; the second answer sheet 0002; the fourteenth answer sheet 0014, etc.

After your staff has finished entering the ID information at the top of the answer sheet, package all answer sheets (not questionnaires) together in one envelope or package, and mail them "CERTIFIED MAIL - RETURN RECEIPT REQUESTED"

to: Commander
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, Texas 76544

The questionnaires should be retained for use in future administrations or until their return is requested by HQ TRADOC.

If at any time you have any questions regarding the processing or administration of these questionnaires please contact one of the following:

Major Richard Ladd
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, TX 76544
AUTOVON: 737-1303

Captain Michael Clayton
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, TX 76544
AUTOVON: 737-1303

Dr. Douglas Griffith
MASSTER
ATTN: ARI Field Unit
Fort Hood, TX 76544
AUTOVON: 737-1315

TRAINING ATTITUDE QUESTIONNAIRE (BASIC & AIT)

INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's Basic Training and Advanced Individual Training (AIT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Each question should be answered by circling the letter on your answer sheet which is next to the answer which best describes your feelings. See sample question below:

SAMPLE QUESTION

3. How old are you?

- a. 17
- b. 18
- c. 19
- d. 20
- e. 21 or older

If you are 19 years old, you should circle the letter c on your answer sheet for question 3, as has been done below, since the letter c corresponds to your correct age of 19 on the questionnaire.

QUESTION NUMBER	RESPONSES (CIRCLE ONE)				
	a	b	c	d	e
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	<input checked="" type="radio"/> c	d	e
04	a	b	c	d	e

If you have any questions, please ask the questionnaire administrator for assistance. You will have 30 minutes to complete the questionnaire. We will all turn in our answer sheets and leave at the same time.

Do not turn the page and start to work until instructed to do so.

CIRCLE THE LETTER ON YOUR ANSWER SHEET WHICH MATCHES THE BEST ANSWER FOR EACH QUESTION. Mark only one answer for each question.

1. What is your marriage status?
 - a. Single
 - b. Married
 - c. Legally Separated
 - d. Divorced
 - e. Other
2. How old are you?
 - a. 17
 - b. 18
 - c. 19
 - d. 20
 - e. 21 or older
3. Have you had prior active duty military service?
 - a. Yes
 - b. No
4. What is your military status?
 - a. National Guard
 - b. Army Reserve
 - c. Enlisted for 2 years
 - d. Enlisted for 3 years
 - e. Enlisted for more than 3 years
5. What level of education had you completed prior to entering the Army?
 - a. 8 years or less
 - b. 9-11 years
 - c. High School Graduate
 - d. Some college
 - e. Bachelor's degree or higher
6. What ethnic group do you consider that you belong to?
 - a. American Indian
 - b. Asian-American/Oriental
 - c. Black/Negro
 - d. Spanish descent
 - e. Other

7. Which of the following was the most important reason that you enlisted in the Army?
- a. Being a soldier is the kind of work I like
 - b. For the travel and adventure
 - c. Because the pay (including benefits) is better
 - d. For job training or school education in the Army
 - e. For the GI Bill benefits
8. The training I have received has been:
- a. very challenging
 - b. challenging
 - c. borderline
 - d. unchallenging
 - e. very unchallenging
9. The training I have received has been:
- a. very useful in preparing me to work in my MOS
 - b. useful in preparing me to work in my MOS
 - c. of borderline value in preparing me to work in my MOS
 - d. unuseful in preparing me to work in my MOS
 - e. very unuseful in preparing me to work in my MOS
10. If I had a personal problem and needed help from my drill instructor, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
11. If I had a personal problem and needed help from my company commander, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
12. When I came on active duty, I was:
- a. strongly considering making the Army a career
 - b. considering making the Army a career
 - c. borderline
 - d. opposed to making the Army a career
 - e. strongly opposed to making the Army a career

13. I am now:

- a. strongly considering making the Army a career
- b. considering making the Army a career
- c. borderline
- d. opposed to making the Army a career
- e. strongly opposed to making the Army a career

14. In my unit, there is:

- a. almost continual harassment of soldiers
- b. much harassment of soldiers
- c. some harassment of soldiers
- d. very little harassment of soldiers
- e. no harassment of soldiers

15. In my unit the standards of military courtesy are:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

16. In my unit the standards of discipline are:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

17. In my unit I am:

- a. always treated like a man
- b. usually treated like a man
- c. borderline
- d. usually treated like a child
- e. always treated like a child

18. During my training my morale has usually been:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

19. Since coming on active duty my opinion of the Army:
- a. has become much more favorable
 - b. has become more favorable
 - c. has not changed
 - d. has become less favorable
 - e. has become much less favorable
20. In regard to keeping me informed about training events and policies, drill sergeants in my unit:
- a. do a very good job
 - b. do a good job
 - c. borderline
 - d. do a poor job
 - e. do a very poor job
21. The Army is:
- a. very important for the defense of our country
 - b. important for the defense of our country
 - c. borderline
 - d. unimportant for the defense of our country
 - e. very unimportant for the defense of our country
22. Most Army officers that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
23. Most NCO's that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
24. How much free time in the evenings do you have on an average training day?
- a. Less than 30 minutes
 - b. 30 minutes to 1 hour
 - c. From 1 to 2 hours
 - d. From 2 to 3 hours
 - e. Over 3 hours

25. Do you feel there was enough time to complete the training in the scheduled time periods?
- a. Yes - all the time
 - b. Yes - most of the time
 - c. Borderline - about half the time
 - d. No - seldom
 - e. No - never
26. How many extra hours per week (after normal duty hours, during week-ends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?
- a. Less than 3 hours
 - b. 3-8 hours
 - c. 9-14 hours
 - d. 15-20 hours
 - e. Over 20 hours
27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?
- a. All of them do
 - b. Most of them do
 - c. About half of them do
 - d. Few of them do
 - e. None of them do
28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.
29. On the whole, how is the morale in your company?
- a. Very high
 - b. High
 - c. Borderline
 - d. Low
 - e. Very low
30. I am:
- a. very proud to be a soldier
 - b. proud to be a soldier
 - c. borderline
 - d. ashamed to be a soldier
 - e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?
- a. 4 hours or less
 - b. 5 hours
 - c. 6 hours
 - d. 7 hours
 - e. 8 or more hours
32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?
- a. Less than 30 minutes
 - b. 1 hour
 - c. 2 hours
 - d. 3 hours
 - e. Over 3 hours
33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?
- a. None
 - b. Less than 3 times
 - c. 3-5 times
 - d. 6-8 times
 - e. Over 8 times
34. The training I have received has been:
- a. Very easy
 - b. Easy
 - c. Borderline
 - d. Difficult
 - e. Very difficult
35. The Army is:
- a. very concerned for me as an individual soldier
 - b. concerned for me as an individual soldier
 - c. borderline
 - d. unconcerned for me as an individual soldier
 - e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?
- a. Very likely
 - b. Likely
 - c. Borderline
 - d. Unlikely
 - e. Very unlikely
37. If I had my training to do over again, I would prefer to have the training given during a total of:
- a. 16 weeks at different posts in different companies
 - b. 16 weeks at the same post in different companies
 - c. 16 weeks at the same post in the same company
 - d. 12 weeks at the same post in the same company
 - e. 12 weeks at the same post in different companies
38. I prefer:
- a. to have my first leave prior to becoming MOS qualified
 - b. to save my leave until after becoming MOS qualified
39. Being separated from my friends in my company when I am transferred:
- a. bothers me considerably
 - b. bothers me very much
 - c. bothers me somewhat
 - d. does not bother me much
 - e. does not bother me at all
40. My assigned primary MOS makes:
- a. the best use of my abilities
 - b. good use of my abilities
 - c. some use of my abilities
 - d. very poor use of my abilities
 - e. no use at all of my abilities
41. Compared to places where I could work in civilian life, the Army is:
- a. much better
 - b. better
 - c. about the same
 - d. worse
 - e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?
- a. Yes. Strongly recommend he enlist.
 - b. Yes
 - c. Borderline
 - d. No
 - e. No. Strongly recommend he not enlist.
43. The Army has treated me:
- a. very fairly
 - b. fairly
 - c. borderline
 - d. unfairly
 - e. very unfairly
44. The average fellow trainee in my unit is a:
- a. very good soldier
 - b. good soldier
 - c. borderline soldier
 - d. poor soldier
 - e. very poor soldier
45. The coverage of subjects concerned with basic soldiering was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
46. The coverage of subjects concerned with my MOS was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
47. Would you like to have in your next unit the same trainees with whom you just completed training?
- a. Definitely yes
 - b. Probably
 - c. Doesn't make any difference
 - d. Probably not
 - e. Definitely not

48. How do you feel about being transferred to a new post after Basic or AIT?
- a. Like it very much
 - b. Like it somewhat
 - c. Borderline
 - d. Dislike it somewhat
 - e. Dislike it very much
49. Going through both basic training and advanced individual training with the same group of trainees (instead of being split up after basic) is:
- a. extremely desirable
 - b. desirable
 - c. of no importance
 - d. undesirable
 - e. extremely undesirable
50. The training I received while going through basic training and advanced individual training (AIT) involved:
- a. a great deal of unnecessary repetition
 - b. some unnecessary repetition
 - c. the right amount of repetition for good learning
 - d. not enough repetition for good learning
 - e. much too little repetition for good learning
51. The pace of training during basic and AIT was:
- a. much too fast
 - b. too fast
 - c. about right
 - d. too slow
 - e. much too slow
52. The length of combined basic and AIT should be about:
- a. 18 weeks
 - b. 16 weeks
 - c. 14 weeks
 - d. 12 weeks
 - e. 10 weeks

(a)

53. Transferring to a different Army post after basic training and prior to AIT is:

- a. extremely desirable
- b. desirable
- c. of no importance
- d. undesirable
- e. extremely undesirable

54. Keeping the same cadre for both basic and AIT is:

- a. extremely desirable
- b. desirable
- c. of no importance
- d. undesirable
- e. extremely undesirable

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(OSUT)

The enclosed questionnaires are to be administered during the last week of the training cycle, preferably at the end of the week. The entire company is to be administered the questionnaire en masse. The administrator must ascertain that pencils are available to all trainees. One questionnaire and one answer sheet should be given to each trainee.

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

The following instructions should be read aloud to the assembled trainees:

TRAINEE INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's One Station Unit Training (OSUT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Open your questionnaire to page 1. Each question has five possible answers and you should mark only one answer. If you think that there might be more than one answer then mark only that answer which best applies.

You should mark your answers on the answer sheet and not on the questionnaire. Mark your answers by circling the letter on the answer sheet which corresponds to the correct answer on the questionnaire. For example, look at question 3. If you are 19 years old you would circle c for question 3 on your answer sheet, as is shown in the example at the bottom of the cover sheet of your questionnaire. Turn back to the cover of your questionnaire at this time. Example 3 is at the bottom of the page. Are there any questions about how to mark your answer sheets?

PAUSE - ANSWER QUESTIONS, IF ANY

You will have 30 minutes to complete this questionnaire. If you finish before that time please hold onto your answer sheet and questionnaire. All answer sheets and questionnaires will be turned in at the same time.

If you have any questions, please hold up your hand and we will try to answer your questions. You may now turn to page 1 again and start to work.

End of Trainee Instruction

Turn Page

At the completion of the administration (30 minutes) collect all answer sheets and questionnaires. (If some trainees have not finished you may allow these individuals extra time. However, other trainees should normally be dismissed after 30 minutes.)

After you have collected all answer sheets the information required at the top of each answer sheet should be written in by you or your staff - not the trainees. Procedures for filling in this information are given below.

UIDN indicates Unit Identification Number e.g., 1-D-6-1. Space 7 is for platoon designation; space 8, company; space 9, battalion, and space 10, brigade. After the questionnaires have been collected have your staff (not the trainees) enter the unit designation according to this code. If you administered the questionnaire to a company, enter 0 in the platoon space (space 7) on each questionnaire. Then put the company designation in space 8, etc. If the unit is an independent basic training platoon then enter the platoon number in space 7. This parent unit designation WILL NOT BE USED TO IDENTIFY RESPONSES WITH ANY PARTICULAR UNIT IN THE FUTURE. It will be coded by the key punchers and used solely as a means of keeping track of computer cards for separate questionnaire administrations. Trainees SHOULD NOT complete this part of the answer sheet lest they think attempts will be made to identify either them or their unit at a later date.

Your staff should then number each completed answer sheet in spaces 28, 29, 30 and 31. The first should be numbered 0001; the second answer sheet 0002; the fourteenth answer sheet 0014, etc.

After your staff has finished entering the ID information at the top of the answer sheet, package all answer sheets (not questionnaires) together in one envelope or package, and mail them "CERTIFIED MAIL - RETURN RECEIPT REQUESTED" to:

Commander

MASSTER

ATTN: ATMAS-OP-Q

Fort Hood, Texas 76544

The questionnaires should be retained for use in future administrations or until their return is requested by HQ TRADOC.

If at any time you have any questions regarding the processing or administration of these questionnaires please contact one of the following:

Major Richard Ladd
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, TX 76544
AUTOVON: 737-1303

Captain Michael Clayton
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, TX 76544
AUTOVON: 737-1303

Dr. Douglas Griffith
MASSTER
ATTN: ARI Field Unit
Fort Hood, TX 76544
AUTOVON: 737-1315

TRAINING ATTITUDE QUESTIONNAIRE (OSUT)

INSTRUCTIONS

The purpose of this questionnaires is to obtain information from you regarding training, working and living while in the Army's One Station Unit Training (OSUT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Each question should be answered by circling the letter on your answer sheet which is next to the answer which best describes your feeling. See sample question 3 below:

SAMPLE QUESTION

3. How old are you?

- a. 17
- b. 18
- c. 19
- d. 20
- e. 21 or older

If you are 19 years old you should circle the letter c on your answer sheet for question 3, as has been done below, since the letter c corresponds to your correct age of 19 on the questionnaire.

QUESTION NUMBER	RESPONSES (CIRCLE ONE)				
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	<input checked="" type="radio"/> c	d	e
04	a	b	c	d	e

If you have any questions, please ask the questionnaire administrator for assistance. You will have 30 minutes to complete the questionnaire. We will all turn in our answer sheets and leave at the same time.

Do not turn the page and start to work until instructed to do so.

CIRCLE THE LETTER ON YOUR ANSWER SHEET WHICH MATCHES THE BEST ANSWER FOR EACH QUESTION. Mark only one answer for each question.

1. What is your marriage status?
 - a. Single
 - b. Married
 - c. Legally Separated
 - d. Divorced
 - e. Other
2. How old are you?
 - a. 17
 - b. 18
 - c. 19
 - d. 20
 - e. 21 or older
3. Have you had prior active duty military service?
 - a. Yes
 - b. No
4. What is your military status?
 - a. National Guard
 - b. Army Reserve
 - c. Enlisted for 2 years
 - d. Enlisted for 3 years
 - e. Enlisted for more than 3 years
5. What level of education had you completed prior to entering the Army?
 - a. 8 years or less
 - b. 9-11 years
 - c. High School Graduate
 - d. Some college
 - e. Bachelor's degree or higher
6. What ethnic group do you consider that you belong to?
 - a. American Indian
 - b. Asian-American/Oriental
 - c. Black/Negro
 - d. Spanish descent
 - e. Other

7. Which of the following was the most important reason that you enlisted in the Army?
- a. Being a soldier is the kind of work I like
 - b. For the travel and adventure
 - c. Because the pay (including benefits) is better
 - d. For job training or school education in the Army
 - e. For the GI Bill benefits
8. The training I have received has been:
- a. very challenging
 - b. challenging
 - c. borderline
 - d. unchallenging
 - e. very unchallenging
9. The training I have received has been:
- a. very useful in preparing me to work in my MOS
 - b. useful in preparing me to work in my MOS
 - c. of borderline value in preparing me to work in my MOS
 - d. unuseful in preparing me to work in my MOS
 - e. very unuseful in preparing me to work in my MOS
10. If I had a personal problem and needed help from my drill instructor, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
11. If I had a personal problem and needed help from my company commander, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
12. When I came on active duty, I was:
- a. strongly considering making the Army a career
 - b. considering making the Army a career
 - c. borderline
 - d. opposed to making the Army a career
 - e. strongly opposed to making the Army a career

13. I am now:

- a. strongly considering making the Army a career
- b. considering making the Army a career
- c. borderline
- d. opposed to making the Army a career
- e. strongly opposed to making the Army a career

14. In my unit, there is:

- a. almost continual harassment of soldiers
- b. much harassment of soldiers
- c. some harassment of soldiers
- d. very little harassment of soldiers
- e. no harassment of soldiers

15. In my unit the standards of military courtesy are:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

16. In my unit the standards of discipline are:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

17. In my unit I am:

- a. always treated like a man
- b. usually treated like a man
- c. borderline
- d. usually treated like a child
- e. always treated like a child

18. During my training my morale has usually been:

- a. very high
- b. high
- c. borderline
- d. low
- e. very low

19. Since coming on active duty my opinion of the Army:
- a. has become much more favorable
 - b. has become more favorable
 - c. has not changed
 - d. has become less favorable
 - e. has become much less favorable
20. In regard to keeping me informed about training events and policies, drill sergeants in my unit:
- a. do a very good job
 - b. do a good job
 - c. borderline
 - d. do a poor job
 - e. do a very poor job
21. The Army is:
- a. very important for the defense of our country
 - b. important for the defense of our country
 - c. borderline
 - d. unimportant for the defense of our country
 - e. very unimportant for the defense of our country
22. Most Army officers that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
23. Most NCO's that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
24. How much free time in the evenings do you have on an average training day?
- a. Less than 30 minutes
 - b. 30 minutes to 1 hour
 - c. From 1 to 2 hours
 - d. From 2 to 3 hours
 - e. Over 3 hours

25. Do you feel there was enough time to complete the training in the scheduled time periods?
- a. Yes - all the time
 - b. Yes - most of the time
 - c. Borderline - about half the time
 - d. No - seldom
 - e. No - never
26. How many extra hours per week (after normal duty hours, during week-ends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?
- a. Less than 3 hours
 - b. 3-8 hours
 - c. 9-14 hours
 - d. 15-20 hours
 - e. Over 20 hours
27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?
- a. All of them do
 - b. Most of them do
 - c. About half of them do
 - d. Few of them do
 - e. None of them do
28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.
29. On the whole, how is the morale in your company?
- a. Very high
 - b. High
 - c. Borderline
 - d. Low
 - e. Very low
30. I am:
- a. very proud to be a soldier
 - b. proud to be a soldier
 - c. borderline
 - d. ashamed to be a soldier
 - e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?
- a. 4 hours or less
 - b. 5 hours
 - c. 6 hours
 - d. 7 hours
 - e. 8 or more hours
32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?
- a. Less than 30 minutes
 - b. 1 hour
 - c. 2 hours
 - d. 3 hours
 - e. Over 3 hours
33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?
- a. None
 - b. Less than 3 times
 - c. 3-5 times
 - d. 6-8 times
 - e. Over 8 times
34. The training I have received has been:
- a. Very easy
 - b. Easy
 - c. Borderline
 - d. Difficult
 - e. Very difficult
35. The Army is:
- a. very concerned for me as an individual soldier
 - b. concerned for me as an individual soldier
 - c. borderline
 - d. unconcerned for me as an individual soldier
 - e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?
- a. Very likely
 - b. Likely
 - c. Borderline
 - d. Unlikely
 - e. Very unlikely
37. If I had my training to do over again, I would prefer to have the training given during a total of:
- a. 16 weeks at different posts in different companies
 - b. 16 weeks at the same post in different companies
 - c. 16 weeks at the same post in the same company
 - d. 12 weeks at the same post in the same company
 - e. 12 weeks at the same post in different companies
38. I prefer:
- a. to have my first leave prior to becoming MOS qualified
 - b. to save my leave until after becoming MOS qualified
39. Being separated from my friends in my company when I am transferred:
- a. bothers me considerably
 - b. bothers me very much
 - c. bothers me somewhat
 - d. does not bother me much
 - e. does not bother me at all
40. My assigned primary MOS makes:
- a. the best use of my abilities
 - b. good use of my abilities
 - c. some use of my abilities
 - d. very poor use of my abilities
 - e. no use at all of my abilities
41. Compared to places where I could work in civilian life, the Army is:
- a. much better
 - b. better
 - c. about the same
 - d. worse
 - e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?
- a. Yes. Strongly recommend he enlist.
 - b. Yes
 - c. Borderline
 - d. No
 - e. No. Strongly recommend he not enlist.
43. The Army has treated me:
- a. very fairly
 - b. fairly
 - c. borderline
 - d. unfairly
 - e. very unfairly
44. The average fellow trainee in my unit is a:
- a. very good soldier
 - b. good soldier
 - c. borderline soldier
 - d. poor soldier
 - e. very poor soldier
45. The coverage of subjects concerned with basic soldiering was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
46. The coverage of subjects concerned with my MOS was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
47. Would you like to have in your next unit the same trainees with whom you just completed training?
- a. Definitely yes
 - b. Probably
 - c. Doesn't make any difference
 - d. Probably not
 - e. Definitely not

(b)

48. How do you feel about being transferred to a new post after you have completed OSUT?
- a. Like it very much
 - b. Like it somewhat
 - c. Borderline
 - d. Dislike it somewhat
 - e. Dislike it very much
49. Going through OSUT with the same group of trainees (rather than being split up mid-way through the cycle) is:
- a. extremely desirable
 - b. desirable
 - c. of no importance
 - d. undesirable
 - e. extremely undesirable
50. The training I received while going through OSUT involved?
- a. a great deal of unnecessary repetition
 - b. some unnecessary repetition
 - c. the right amount of repetition for good learning
 - d. not enough repetition for good learning
 - e. much too little repetition for good learning
51. The pace of training during OSUT was:
- a. much too fast
 - b. too fast
 - c. about right
 - d. too slow
 - e. much too slow
52. The length of OSUT should be about:
- a. 18 weeks
 - b. 16 weeks
 - c. 14 weeks
 - d. 12 weeks
 - e. 10 weeks

(b)

48. How do you feel about being transferred to a new post after you have completed OSUT?
- a. Like it very much
 - b. Like it somewhat
 - c. Borderline
 - d. Dislike it somewhat
 - e. Dislike it very much
49. Going through OSUT with the same group of trainees (rather than being split up mid-way through the cycle) is:
- a. extremely desirable
 - b. desirable
 - c. of no importance
 - d. undesirable
 - e. extremely undesirable
50. The training I received while going through OSUT involved?
- a. a great deal of unnecessary repetition
 - b. some unnecessary repetition
 - c. the right amount of repetition for good learning
 - d. not enough repetition for good learning
 - e. much too little repetition for good learning
51. The pace of training during OSUT was:
- a. much too fast
 - b. too fast
 - c. about right
 - d. too slow
 - e. much too slow
52. The length of OSUT should be about:
- a. 18 weeks
 - b. 16 weeks
 - c. 14 weeks
 - d. 12 weeks
 - e. 10 weeks